

OFFICE OF THE DIRECTOR

Date: 9 July 1977

TO: Admiral Turner

FROM

SUBJECT: National Taypayers Union Commendation

REMARKS:

Congratulations!

You have received a letter of commendation from the National Taypayers Union--the first flag rank officer ever to receive the award!

The NTU already has the benefit of your directive on this subject, therefore it seems inappropriate to me to send a letter of response which mainly quotes from it (as the letter from A/DCI/PAO does).

Therefore, I have drafted a response which is less official and yet stresses your point that you are trying to help young employees.

~~There is no need to send a letter of response to the NTU.~~

ER: LATER

A  
C  
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N

The Director



Washington, D. C. 20505

Executive Registry  
77-7988/A

O/DCI/alpha  
23 June 77

23 JUL 1977

Dear Mr. Taylor,

I'm a taxpayer, too, so I doubly appreciate the Letter of Commendation from the National Taxpayers Union. I thank you for your kind words and for your information that I am the first military officer of flag rank to receive a commendation from your organization.

While the action I have taken will restrict the hiring of Federal annuitants, my primary goal is to provide better promotion opportunities for our young professionals and a steady accession of new career talent -- to overcome the adverse effects on first-career Federal employees you describe in your letter. I was pleased to see that the article from the Federal Times which you forwarded cited this fact. I am anxious to ensure that this goal is achieved.

Frankly, I believe my decision is a necessary and appropriate compromise between the utilization of the considerable talent existing in the retired community, and the maintenance of reasonable advancement opportunities for our career employees.

Thank you again for your kind words and support.

Yours sincerely,

STANSFIELD TURNER

Mr. Sid Taylor  
Research Director  
National Taxpayers Union  
325 Pennsylvania Avenue, S.E.  
Washington, D.C. 20003

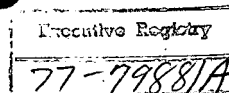
A/DCI/PAO/HEH/kss/5 July 1977  
Distribution:

- Orig - Addressee
- 1 - O/DCI
- 1 - ER
- 1 - O/DDCI
- 1 - DDA
- 1 - A/DCI/PAO
- 1 - A/DCI/PAO (holdback)

EXECUTIVE REGISTRY FILE



Washington, D. C. 20505



Dear Mr. Taylor,

Thank you for the kind words contained in your letter of 23 June concerning my decision to control the hiring of annuitants. As you will note in the enclosed directive, my goals are to provide better promotion opportunities for our young professionals and a steady accession of new career talent. I am very anxious to ensure that these goals are achieved. The hiring of annuitants from any U.S. Government service is now prohibited unless I personally approve the hiring of an individual after ascertaining that the needed skills are not available from any currently serving employee and that the Agency would have to undertake specific recruitment to find the particular skill necessary.

I believe I am making a necessary and appropriate compromise between the utilization of the considerable talent existing in the retired community and the maintenance of reasonable advancement opportunities for our career employees.

Yours sincerely,

STANSFIELD TURNER

Enclosure

Mr. Sid Taylor  
Research Director  
National Taxpayers Union  
325 Pennsylvania Avenue, S.E.  
Washington, D.C. 20003

A/DCI/PAO/HEH/kss/5 July 1977

Distribution:

Orig - Addressee

1 - O/DCI

1 - ER

1 - O/DDCI

1 - DDA

1 - A/DCI/PAO

17 May 1977

### HIRING OF ANNUITANTS

I am anxious to ensure that we offer good promotion opportunity for our younger professionals, and a steady accession of new career talent. To ensure that these goals can be achieved I wish to restrict lateral input of outside retirees into positions that could be filled from within our own ranks. Therefore, effective immediately the further hiring of annuitants from any Government service is prohibited unless:

a. The Deputy Director for Administration certifies that the skills required for the task to be performed by the annuitant are not available from any currently serving employee and, additionally, the Agency would have to undertake specific recruitment to find the particular skill necessary if the annuitant were not hired, and

b. I personally approve the hiring.

/s/Stansfield Turner

STANSFIELD TURNER  
Director

# EXECUTIVE SECRETARIAT

## Routing Slip

TO:		ACTION	INFO	DATE	INITIAL
1	DCI		✓		
2	DDCI		✓		
3	D/DCI/IC				
4	DDS&T				
5	DDI				
6	DDA		✓		
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19	DCI/SS				
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SUSPENSE 1 JUL 77  
Date

Remarks:

To 16: Please develop response for DCI signature.

D/Executive Secretary

# NATIONAL TAXPAYERS UNION

Executive Registry

77-7988/1

Approved For Release 2005/06/29 : CIA-RDP80M00165A002400040004-1

SUBJECT: Letter of Commendation

TO: Admiral Stansfield Turner, Director  
Central Intelligence Agency  
Washington, D.C. 20505

Dear Admiral Turner:

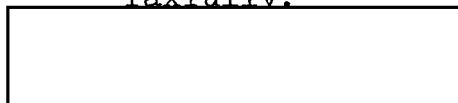
We commend and congratulate you for leadership, courage, fiscal perception, and a sense of career equity in your decision to curtail the hiring of federal retirees (military, foreign service-State Department, Civil Service or CIA) in second-career federal jobs within the CIA.

It is seldom that we have the opportunity to award a "letter of commendation" to a Navy Admiral. In your case, we feel it is appropriate, timely, and well deserved. You also have achieved the unique distinction of being the first military officer of flag rank to be commended by the NTU.

With 68 federal pension or retirement systems now with actuarial deficits or unfunded liabilities over \$550 billion, we feel that it is time for the White House, Congress, and the American people to question the wholesale reemployment of federal retirees (military or civilian) in second-career federal jobs. This situation (now including about 150,000 double dippers under the Dual Compensation Act of 1964) is not only escalating pension costs and deficits, but it is also creating lost job opportunities and career advancement stagnation for thousands of jobless, young veterans or civilian employees in first-career federal jobs.

Your action will also tend to deter military "Buddy System" hiring and promotion abuses in federal jobs at least within CIA. Keep up the good work. The taxpayers of America commend you for good judgment and fiscal insight.

Taxfully.



ST

23 June 1977

SID TAYLOR  
Research Director  
(Veteran WWII)

Copy to:  
President Jimmy Carter  
The White House

EXECUTIVE REGISTRY FILE

0/DCI/afk



"NTU: 40 thousand members--40 million supporters"

NATIONAL TAXPAYERS UNION, 325 Pennsylvania Avenue, S.E., Washington, D.C. 20003. EXECUTIVE COMMITTEE: Robert D. Kephart, *Publisher*, Inflation Survival Letter; Murray N. Rothbard, *Economist*; Andrew Thomas, Jr., Scranton, Pennsylvania; EXECUTIVE DIRECTOR: James Dale Davidson; ASSOCIATE DIRECTOR: William Bonner; RESEARCH DIRECTOR: Sid Taylor; LEGISLATIVE DIRECTOR: Donald Baldwin; LEGISLATIVE REPRESENTATIVES: Roger Tresolini; Jill Greenbaum; OFFICE MANAGER: Rita Smith; BOARD OF ADVISORS: Elizabeth Ashley, *Actress*; Frank Bond, *Chairman*, Holiday Universal, Inc.; Oakley Bramble, Lansing, Michigan; Inman Brandon, *Attorney*, Atlanta, Georgia; J.E. Brandon, Columbus, Ohio; Robert B. Dresser, Providence, Rhode Island; F.R. Gardner, Winter Haven, Florida; Evan T. Garrison, Atlantic Heights, N.J.; Henry Hazlitt, *Economist*; Ronald Hertz, *Accountant*, New York City; Hon. Louis Jenkins, *Member*, Louisiana Legislature; George E. Judd, Ft. Meyers, Florida; S. Charles Lee, *Architect*, Beverly Hills, California; Ellerton A. Lodge, Lake Forest, Illinois; Judy Petty, Little Rock, Arkansas; Robert S. Sherrill, *Author*, Washington, D.C.; Harry Schultz, *Editor*, Inflation Survival Letter.

Approved For Release 2005/06/29 : CIA-RDP80M00165A002400040004-1

# EXECUTIVE SECRETARIAT

## Routing Slip

TO:		ACTION	INFO	DATE	INITIAL
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12	Compt				
13	D/Pers		✓		
14	D/S				
15	DTR				
16	A/DCI/PA	✓			
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18	C/IPS				
19	DCI/SS				
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SUSPENSE		Date			

Remarks:

FOR YOUR INFO & ACTION AS  
NECESSARY!

D/ [Signature] ry  
22 JUN  
Date

3637 (5-77)

EXECUTIVE SECRETARY FILE

O/DCI/ [Signature]

**National Taxpayers Union**

325 Pennsylvania Avenue, S.E.  
Washington, D.C. 20003  
(Area Code 202) 546-2085

Admiral Stamford Turner

The attached info should  
be on the newsstands Tuesday.

Keep up the good work.  
We hope to finish and mail  
your "letter of commendation" from  
the NTU - This week.

AT

18 June 77





# FEDERAL TIMES

CP/RGH

CL 13, No. 17

©1977 Army Times Publishing Company

JUNE 27, 1977

75 CENTS

## What They Say ...

"Sure, I'm for the right to strike and that other stuff, but what we need first — and it is attainable — is the agency shop." So says Emmet Andrews, new president of the American Postal Workers Union.

REWS

President Carter is talking a tightwire. . . . Federal employees are looking for some sign that there's going to be better treatment, better pay. So says Kenneth Blaylock, American Federation of Government Employees president.



Approved For Release 2005/06/29 : CIA-RDP80M00163A002400040004-1

BLAYLOCK

granted to HEW because of an ongoing reorganization which will affect thousands of employees.

HEW Secretary Joseph Califano had originally requested a down-grade moratorium which would expire on June 30. The new commission action extends this to December 1979.

Aware that other agencies faced with classifications and down-grades might mistake CSC's special action on HEW as a blanket policy for the government, CSC Executive Director Raymond Jacobson has issued a special bulletin to all personnel directors stating that "the decision in HEW's case does not constitute a revision" of CSC's policies of administrative remedies concerning classification actions.

"Rather," Jacobson wrote, "it is a special exception to deal with an extraordinary situation."

But government sources were

## BUT THOSE ON BOARD SAFE

## CIA Bans 'Double Dipping'

By BILL ANDRONICOS

In an action expected to have a major impact on the hiring of retired military and certain civilian federal annuitants, the Central Intelligence Agency has ordered a near-total ban on new hiring of so-called "double dippers" to fill vacant CIA slots.

This makes the CIA the first federal agency to take action affecting the hiring of retired military persons as well as retired foreign service and former CIA employees.

Included in the order, which permits a few exceptions, is the "uniformed" sector of the federal work force, such as the Public Health Service, the Coast Guard and the like.

The order does not, however, affect those already holding jobs.

The ban order, issued recently by CIA Director Stansfield Turner, has been received with mixed reaction.

Retired persons affected by the directive are strongly against

(See CIA, Page 6)

## Carter Will Disclose Postal Policy in July

## CIA

(From Page 1)

the action while others, including the National Taxpayers Union, voice ardent support.

The CIA action is seen in some circles as a precedent for other agencies to follow, but primarily those that are not covered by CSC regulations, such as the U.S. Postal Service, the Federal Bureau of Investigation, the foreign service, the Energy Research Development Administration, the Nuclear Regulatory Commission and the Tennessee Valley Authority.

Departments and agencies under civil service, however, would need legislation before they could bar the hiring of retired military personnel. A House Defense appropriations subcommittee has approved a provision requiring retired military personnel hired after next October 1 in federal civilian jobs to give up their military pay, but the proposed measure does not ban such hirings outright.

The law that created the career civil service system requires open competition. This means that any attempt to keep retirees out of vying for federal jobs would be illegal.

A Civil Service Commission spokesman told *Federal Times* he would not predict what the administration would recommend in the way of so-called "double dipping" and noted that President Carter has on occasions spoken out against the practice. The President, however, has reserved judgment on how to control such hiring pending recommendations from a Commission on Military Compensation, which he intends to appoint soon.

"I cannot guess what limitations the administration may decide to prescribe but under the present law, retirees cannot be kept from competing for federal jobs," the CSC spokesman said.

Double dipping involves a person receiving federal pay from an agency as well as previously earned military retirement pay.

Any overall ban or curtailment by the federal sector on future hiring of pensioners is not expected to affect adversely the 150,000 military retirees now on federal payrolls nationwide.

In a telephone interview, a CIA spokesman explained that Admiral Turner issued a notice saying he wants to restrict the hiring of retirees into positions that could be filled from within the agency.

"There probably will be no further hiring of annuitants, military or civilian, by the CIA — with only very few exceptions," the spokesman said.

Exceptions to the ban would occur:

- When the deputy CIA director for administration certifies that the skills required for a particular job are not available from among those employees now assigned to the agency.

- When the deputy CIA director for administration certifies that the agency would have to undertake special recruitment to fill a particular vacancy which require skills already possessed by an annuitant but not by any employee within the agency.

The CIA spokesman emphasized, however, that even such exceptions could not be carried out without the personal approval of the CIA director himself.

In addition, the Turner order prohibits the CIA from hiring retirees as "consultants, translators or contractors."

Also, the CIA explained that the Turner order was designed to increase promotional opportunities for CIA careerists and to assure "a steady accession of new career talent."

The controversial double-dipping issue also has long concerned Congress, as well as careerists within the federal government.

According to one congressional study, about one out of every 20 federal civilian workers is a military pensioner and in some agencies, the figure is said to be one in nine.

Later this month, the House Appropriations Committee is expected to approve a proposal by its defense subcommittee to ban pensions for military retirees who take government jobs after October 1, 1977. However, even if approved by the committee, such a proposal would have to run the full gamut of action by the full House, Senate and presidential signature before becoming law.

Among those praising the CIA stand on retiree hiring is the National Taxpayers Union (NTU). NTU has sent a letter to Turner which said, in part:

"We commend and congratulate you for leadership, courage, fiscal perception and a sense of career equity in your decision to curtail the hiring of federal retirees (military or civilian) in second career federal jobs within the CIA."

In a telephone interview, NTU research director Sid Taylor said it had become quite apparent in recent years that persons who previously worked within the State Department's foreign service, as well as former military people, went to CIA "to double dip." He added that a number of retired CIA employees also "simply went around the corner and returned again to work for the agency."

Taylor was unstinting in his support of the Turner order.

"This is a historical occasion," he said. "Imagine a military man having the guts to do what Turner did!"

Emphasizing that NTU is not against hiring retirees for federal jobs, Taylor said we're against paying them double while retired in second-career jobs on the federal payroll.

"Nobody else is allowed this windfall," according to Taylor. "We know of no business, company or corporation that retires its executives or employees and then rehires them in full-time, permanent, second-career jobs, paying them both a full pension and salary. The stockholders, employees and union officials would raise hell."

In a recent letter to Rep. George Mahon, D-Tex., chairman of the House appropriation defense subcommittee, Taylor charged that the U.S. government "is an inconsistent employer" on this matter.

He noted that social security retirees, for example, are limited to an annual \$3000-a-year income ceiling.

Similarly, civil service retirees must forfeit their entire pensions if they come back on the federal payroll. Even welfare and food stamp recipients are subject to limited income ceilings.

"Only the retired professional military are allowed unlimited dual compensation," Taylor said. "Prior to 1964, a \$10,000-a-year (pay plus pension) ceiling was in effect on military retiree dual compensation."

"Many are now collecting from \$35,000 to around \$70,000 a year while retired on the federal payroll," Taylor added. "By 1982, some may be making over \$100,000 a year. This is an outrageous abuse of taxpayer monies."

In Taylor's opinion, the "villain" is the Dual Compensation Act of 1964, which was passed by voice vote in the 88th Congress — a Congress which according to Taylor "had about 175 members who held military reserve commissions granted to them by the Pentagon."

"In this sense, this act was illegally, if not unconstitutionally, enacted into law," said Taylor. "It involved conflict of interest, self-enrichment and violation of the constitutional doctrine of separation of powers."

"Some who apparently 'voice' voted for it have been or are now 'double dipping' themselves while sitting in Congress," he added.

Taylor also has called on federal employee labor unions to support elimination of the Dual Compensation Act of 1964, which he contends permits "the raiding of the civil service retirement fund by military retirees."

"This act also generates and subsidizes military buddy system hiring and promotion abuses," Taylor added. "Some federal agencies are now loaded down with clusters or double dippers, sometimes including their relatives."

Similar outcries have been raised by federal careerists.

Younger federal employees in particular are beginning to complain about lost promotion opportunities because of the hiring of "double dippers."

One such Army Department employee, who chose to remain anonymous, told *Federal Times* he had had high hopes for a GS-14 job — but this hope was snuffed out when the slot was filled by a military retiree.

"If you're aiming for a GS-14 in this outfit, forget it, because you'll never make it," he said. "You can make it to GS-13 but from there on out, the double dippers take over."

## Lance

(From Page 3)

Kenneth T. Blaylock, president of the American Federation of Government Employees, worked hard to convince the administration that a thorough

was "mildly enthusiastic" about the concessions.

He said that it would have been better if the administration had placed a total moratorium on contracting out pending the study.

commitment to the union's proposals for more contracting-

AFGE had asked for the ban and had submitted a figure of 12.1 percent. Earlier, an AFGE official had said that the union asked for 13 percent, but he corrected himself later.

Lance and Fetting also said that agents have been asked to take strict precautions during the study period to make sure that

Fetting has been appointed chairman of the review task force. His assistants are Wayne Graquist, OMB associate director for administrative management and Dale R. McOmber, assistant director for budget review.

They will look at functions which are necessary and appropriate

June 24, 1977

Executive Registry

77-5039

Mr. Stanfield Turner, Director  
CIA  
Washington, D.C. 20505

Dear Mr. Turner,

I am writing a book of favorite sayings and proverbs that famous Americans happen to like.

Since I consider you one of the most prominent people in the country, I would like your own favorite quotation, saying or proverb. If it isn't an especially familiar saying, could you please add the name of the person who wrote it originally.

As an example, on meeting actor Anthony Quinn a few days ago he said his very favorite quotation was "Do unto others as you would have them do unto you." You might want to consider this as a pointer for your own particular favorite.

If my book earns some money, as my New York publisher thinks it will, part of the earnings will be donated to the Save the Children Fund, the American Cancer Society and the American Heart Association.

I know you are very busy, but please write back with your favorite saying or quotation. Because I am just nine years old, my dad is helping me with the typing.

I am writing this letter on a Xerox copy of the jacket cover of my book. Reply on this letter, if you feel like it.

Executive Registry

ST

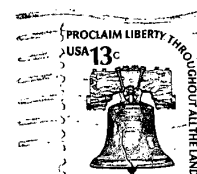
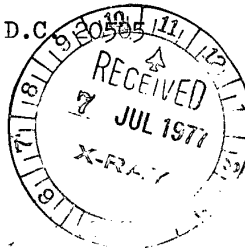
Dear Scott:

By coincidence I found when I arrived at the CIA that one of my favorite quotations is engraved in the marble of the entrance to our building — *OPDCI/Alpha*

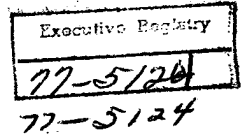
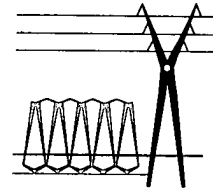
"Ye shall know the Truth and the Truth shall make you free" — John —

16 JUL 1977

Mr. Stanfield Turner, Director  
CIA  
Washington, D.C.



**RICHARD J. DONOVAN, INC.**  
ENGINEERS: Design & Construction Management



540 MAIN STREET WINCHESTER, MASSACHUSETTS 01890 . . . TEL. 617-729-8800

July 15, 1977

Admiral Stansfield Turner  
Central Intelligence Agency  
Washington, D. C. 20505

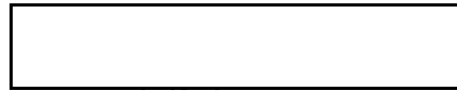
Dear Admiral Turner:

The power outage at New York City interests me since as a Consulting Engineer I have been responsible for the design of most of the EHV Transmission System of New York State.

I will appreciate it if you will communicate my interest to the President, in case I can be of assistance in this matter.

As you will note, I am a graduate in the class of 1948-A.

Sincerely,



R. E. (Mike) Moran  
Chief Electrical Engineer

STAT

REM/db

(EXECUTIVE REGISTRY FILE *01001/alpha*)

MEMORANDUM FOR: The Record

*ER Feb*

I phoned Mr. Moran, told him Admiral Turner was out of town, and that this topic was out of our field -- but that his letter was appreciated. We had a friendly chat.



B. C. EVANS  
Executive Secretary

Date 15 August 1977

FORM 101 USE PREVIOUS  
5-75 EDITIONS

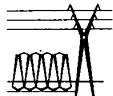
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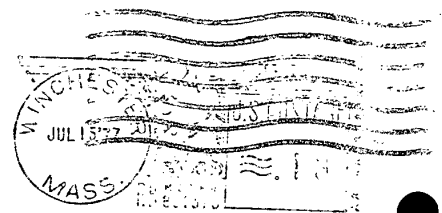
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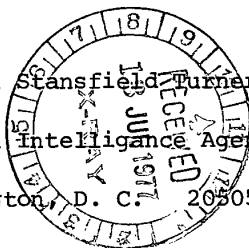
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Admiral Stansfield Turner  
Central Intelligence Agency  
Washington, D. C. 20505





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Executive Registry

77-1835

July 15, 1977

STAT

Director  
Central Intelligence Agency  
Washington, D.C. 20505

Dear Sir:

I am at present an Associate Medical Director of Medical Affairs in the pharmaceutical industry but before taking up this post in January 1977, I was a family practitioner in England with a clinical and experimental practice in psychotherapy with an emphasis on hypnosis.

My work to date on phobic states and stress has led me to believe that it is possible to prevent, as well as treat, states of combat fatigue and battle neurosis in a fast and effective fashion using group hypnosis. For example, I have used these techniques to good effect in flight phobia.

I am writing to inquire of your interest in this area and have enclosed a copy of my paper on flight phobia as well as my curriculum vitae.

Sincerely,

STAT

HLS:jf  
Encls.

STAT

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# EXECUTIVE SECRETARIAT

## Routing Slip

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9	GC				
10	LC				
11	IG				
12	Compt.				
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17	AO/DCI				
18	C/IPS				
19	DCI/SS				
20					
21					
22					

SUSPENSE \_\_\_\_\_ Date \_\_\_\_\_

Remarks:

*Please prepare response for my signature, in D/OMS if more appropriate.*

Executive Secretary

Date

3637 (5-77)

EXECUTIVE SECRETARY FILE

*O/DCI/alpha*